

**Office of Inspector General
U. S. Postal Service**

**Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination
and Retaliation Act of 2002 (No FEAR Act), Public Law 107-174**

Last Updated: September 30, 2016

N/A means Data Not Available

| Complaint Activity (29 CFR 1614.704(a), (b), and (c)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2016 Thru 9/30/16 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | |
| Number of Complaints Filed | 8 | 17 | 12 | 15 | 6 | 11 |
| Number of Complainants | 6 | 14 | 12 | 15 | 6 | 10 |
| Repeat Filers | 2 | 3 | 0 | 0 | 0 | 1 |

| Complaints by Basis 29 CFR 1614.704(d) | Comparative Data (29 CFR 1614.705) | | | | | FY 2016 Thru 9/30/16 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------|
| | Previous Fiscal Year Data | | | | | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | |
| Race | 1 | 5 | 7 | 3 | 4 | 8 |
| Color | 0 | 0 | 3 | 1 | 2 | 2 |
| Religion | 0 | 0 | 0 | 0 | 1 | 2 |
| Reprisal | 6 | 12 | 5 | 3 | 3 | 5 |
| Sex | 3 | 7 | 6 | 4 | 2 | 7 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 1 | 2 | 0 | 0 | 0 | 1 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 5 | 5 | 4 | 1 | 5 |
| Disability | 1 | 5 | 1 | 11 | 2 | 5 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 1 | 0 | 0 |

| Complaints by Issue 29 CFR 1614.704(e) | Comparative Data (29 CFR 1614.705) | | | | | FY 2016 Thru 9/30/16 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------|
| | Previous Fiscal Year Data | | | | | |
| <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | |
| Appointment/Hire | 0 | 0 | 2 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 1 | 0 | 0 | 0 | 1 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full Time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 2 | 2 | 0 | 1 | 0 | 0 |
| Suspension | 0 | 1 | 3 | 1 | 1 | 1 |
| Removal | 1 | 3 | 0 | 1 | 0 | 2 |
| Other | 0 | 0 | 0 | 0 | 0 | 2 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 3 | 5 | 3 | 3 | 3 | 5 |
| Sexual | 0 | 2 | 0 | 1 | 0 | 0 |
| Medical Examination | 0 | 1 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 1 | 0 | 0 | 0 | 0 | 1 |
| Perf. Eval./Appraisal | 3 | 3 | 1 | 1 | 0 | 1 |
| Promotion/Non-Selection | 0 | 3 | 0 | 0 | 0 | 5 |
| Reassignment | | | | | | |
| Denied | 0 | 2 | 2 | 1 | 1 | 0 |
| Directed | 1 | 0 | 0 | 1 | 0 | 1 |
| Reasonable Accommodation | 0 | 1 | 1 | 1 | 0 | 1 |
| Religious Accommodation | n/a | n/a | n/a | n/a | n/a | n/a |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 1 | 1 | 0 | 0 | 0 |
| Sex-Stereotyping | n/a | n/a | n/a | n/a | n/a | n/a |
| Telework | n/a | n/a | n/a | n/a | n/a | n/a |
| Termination | 0 | 1 | 1 | 0 | 1 | 1 |
| Terms/Conditions of Employment | 2 | 5 | 3 | 9 | 0 | 2 |
| Time and Attendance | 1 | 1 | 0 | 1 | 1 | 0 |
| Training | 0 | 1 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 1 | 1 |

| Processing Time (29 CFR 1614.704(f)) <i>The average length of time it has taken an agency to complete, respectively, investigation and final action for:</i> | Comparative Data (29 CFR 1614.705) | | | | | FY 2016 Thru 9/30/16 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | |
| Complaints pending (for any length of time) during the fiscal year 1614.704(f)(1) | | | | | | |
| Average number of days in investigation stage | 141.22 | 105.57 | 158.22 | 134.38 | 44.50 | 160.00 |
| Average number of days in final action stage | 6.50 | 21.67 | 37.50 | 47.80 | 38.00 | 22.50 |
| Complaints pending (for any length of time) during the fiscal year where a hearing was requested (1614.704(f)(3)) | | | | | | |
| Average number of days in investigation stage | 140.75 | 112.83 | 161.00 | 145.00 | 2.00 | 154.60 |
| Average number of days in final action stage | 6.50 | 16.00 | 11.60 | 7.67 | 33.00 | 8.00 |
| Complaints pending (for any length of time) during the fiscal year where a hearing was not requested (1614.704(f)(2)) | | | | | | |
| Average number of days in investigation stage | 141.60 | 62.00 | 0 | 118.00 | 87.00 | 173.50 |
| Average number of days in final action stage | 0 | 50.00 | 0 | 42.00 | 48.00 | 37.00 |

| Complaints Dismissed by Agency (29 CFR 1614.704(g)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2016 Thru 9/30/16 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | |
| Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing) | 4 | 7 | 5 | 9 | 3 | 1 |
| Average days pending prior to dismissal | 19.00 | 27.29 | 33.00 | 13.67 | 26.00 | 15 |
| Complaints Withdrawn by Complainants (29 CFR 1614.704(h)) | | | | | | |
| Total complaints withdrawn by complainants | 0 | 0 | 2 | 1 | 2 | 0 |

| Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i)) | Comparative Data (29 CFR 1614.705) | | | | | | | | | | FY 2016 Thru 9/30/16 | |
|---|------------------------------------|---|---------|-----|---------|---|---------|---|---------|---|-------------------------|---|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | FY 2011 | | FY 2012 | | FY 2013 | | FY 2014 | | FY 2015 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total number of findings | 0 | | 1 | | 0 | | 0 | | 0 | | 0 | |
| Total without a hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total with a hearing | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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| | | | | | | | | | | | | |
|--------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay Including Overtime | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval.Appraisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Telework | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Termination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(l)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2016 Thru 9/30/16 |
|--|------------------------------------|---------|---------|---------|---------|-------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | |
| Total complaints from previous Fiscal Years | 16 | 11 | 14 | 10 | 5 | 4 |
| Total complainants from previous Fiscal Years | 16 | 11 | 13 | 9 | 5 | 4 |
| Number of Complaints Pending | | | | | | |
| Investigation | 0 | 0 | 0 | 0 | 0 | 0 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 |
| Hearing | 11 | 6 | 6 | 3 | 4 | 4 |
| Final Action | 2 | 0 | 0 | 0 | 0 | 0 |
| Appeal with EEOC Office of Federal Operations | 2 | 6 | 0 | 3 | 0 | 0 |

| Complaint Investigations (29 CFR 1614.704(m)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2016 Thru 9/30/16 |
|--|------------------------------------|---------|---------|---------|---------|-------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | |
| Pending Complaints Where Investigation Exceeds Required Time Frames | 0 | 0 | 2 | 0 | 0 | 0 |